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# Leary named AD for Lab services

David Leary is the successful candidate for the associate director for Laboratory Services, Director Michael Anastasio announced Wednesday.

The appointment is effective immediately. However, because of the overarching importance of security to the Laboratory, Leary will remain in his current position, director for Safeguards and Security, until Laboratory management is confident in the implementation of necessary corrective measures following recent security incidents.

“Dave will work closely with external review teams and continue to evaluate and develop a recommended path forward for the security management structure necessary to best ensure the Laboratory’s security,” Anastasio said.



Leary addresses a Laboratory Services meeting Wednesday.

operations of the directorate.

Leary met with members of Lab Services Wednesday during a special all-hands meeting. He thanked Mattimore for his work in leading the directorate since the departure of Hunt; Leary also thanked Russ Miller for his efforts to assist in lead-

operations of the directorate.

Until that is completed, Bernie Mattimore, who has been serving as acting associate director of Lab Services since the retirement of former Associate Director Steve Hunt in July, will assist Leary in the day-to-day

See LEARY, page 7

# Laboratory’s salary review process gets under way with some new features

The salary review process is scheduled to run through Oct. 24, when all salary actions will be finalized.

Biweekly paid employees will see changes reflected in the paychecks they receive on Nov. 14. Monthly paid employees will see changes reflected in the paychecks they receive on Dec. 1. All increases will be effective Oct. 1.

As in prior years, the Compensation Increase Plan (CIP) proposal submitted to the University of California and the DOE was based on a comparison of the Laboratory’s average salaries against market averages for similar jobs as reported in market surveys.

New features this year include the introduction of two new salary management tools. For 200 series employees, directorates will be using a total contribution curve that was approved by the director. The curve is an aggressive “pay for performance” curve that was derived using market based references. Also new this year is the introduction of a lump sum merit program. The program allows for a one-time single payment for strong performers whose salary is at or above their target salary (200 series employees) or salary range maximum (classified employees).

See SALARY, page 7

# Jim Carothers remembered for broad influence over a more than 40-year career

By Steve Wofford

IBIS

James E. Carothers of Livermore died Sunday Sept. 7. He was 80.

A member of the Lab’s research staff when it opened its doors in 1952, Carothers’ scientific and administrative leadership helped shape Lawrence Livermore National Laboratory over a nearly 50-year career.

Born March 27, 1923 in Iowa Falls, Iowa, Carothers earned both his bachelor of arts degree and Ph.D. in physics from UC, Berkeley, completing his doctorate in 1952. In 1973, he earned a master’s degree in psychology/counseling from Cal State Hayward.

Married in 1945 to Barbara Faye Stalker of Columbus, Ga., they have four children. Carothers



James E. Carothers

See CAROTHERS, page 7

# Fusion scientists from around the world laud NIF

By Bob Hirschfeld

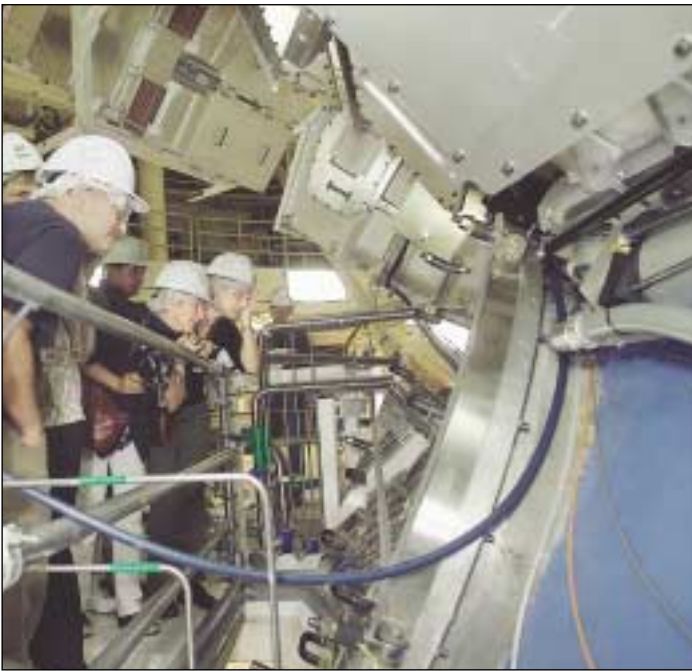
NEWSLINE STAFF WRITER

“We are very envious.”

That reaction, from Kunioki Mima, a leading laser fusion physicist at Osaka University, was typical, after last week’s tour of NIF by attendees of the Third International Conference on Inertial Fusion Sciences and Applications (IFSA).

“I’m impressed,” said Marc Geitzholz, a technical manager for the French Laser MegaJoule (LMJ) project, which just broke ground near Bordeaux, and will utilize some of the same NIF architecture. “Before, we had mathematical and engineering models of NIF. Now, we can see the actual building.”

The NIF tour was the highlight of the IFSA’s five days of meetings and technical sessions, which took place in Monterey. LLNL administrative and scientific staff organized and hosted most of the conference activities.



JACQUELINE MCBRIDE/NEWSLINE

Visiting fusion researchers from around the world peer into the NIF target chamber during a tour last week.

The 400 conference participants included 46 from Japan and 41 from France, with 14 other countries represented as well. Unfortun-

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Holding council

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HOME coming

— Page 3



Wild side strikes again

— Page 8





# LAB COMMUNITY NEWS

## Weekly Calendar

Technical Meeting Calendar, page 4

Saturday  
**20**

A scheduled power outage will begin at 7 a.m. today and end at 3 p.m. Sunday in Bldgs. 213, 219, 312, 312A, 319 and Trailers 2177 and 3175. Air conditioning, heating and elevators also will be affected. For further information, contact Mark Cardoza, 3-0490.

Wednesday  
**24**

The next installment of the Leadership Lecture Series will be “**The Paths to Influence and the Responsibility of Power**” by Jeffrey Pfeffer from 9:30-11:30 a.m. today in the Bldg. 123 auditorium. Pfeffer will discuss effective ways of building and exercising influence, and address the choices and dilemmas leaders face as they pursue goals and objectives. Pre-enrollment for this lecture is required. For more information, contact Ginny Von der Schmidt, 2-3131, or Susan Flowers, 2-5951.



The American Cancer Society (ACS) **5-mile Making Strides Against Breast Cancer Walk** will take place Sunday, Oct. 26 in the Speedway Meadow of Golden Gate Park. A group pf Lab employees, the LLNL Striders, will be joining the walk. To join them, go to the Website and click on “Join our Team.” For further information, or registration/pledge forms, call Kato-Baxter, 2-6716 or Cunniffe, 2-9431.

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The Lab will sponsor the **9th Frontiers of Electron Microscopy in Materials Science Conference (FEMMS2003)** at the Claremont Resort and Spa in Berkeley, Oct. 5-10. FEMMS2003 is the premier conference focused on the application of electron microscopy in the field of materials science. It includes over 50 invited speakers, who are the most influential scientists in the field. For additional information on the conference or the schedules events, visit the Website, <http://femms2003.llnl.gov/>

...

The **East Bay Women’s Network** will feature Barbara Druker, LCSW, CPCC speaking on “Stress Management for Crazy Times,” Oct. 1 at 11:30 a.m. at the Englander Restaurant, 101 Parrott St., San Leandro. Cost is \$25 for guests, \$15 for members. Membership is \$35 for six months. For more information, contact Pat Smith, (510) 848-7256 or [pat@yellowbellywebdesign.com](mailto:pat@yellowbellywebdesign.com).



### BROADCAST SCHEDULE

### LAB TV

Nobel laureate Alan Heeger, professor of physics and professor of materials at the UC Santa Barbara, discussion of “**Gene Sensors: Detection of Specific Targeted Sequences in DNA**” will be rebroadcast on Lab Channel 2 Thursday, Sept. 25, at 10 a.m., noon, 2, 4, and 8 p.m., and on Friday, Sept. 26, at 4 a.m.

## The beat of a different drum



ANNE M. STARK/NEWSLINE

A member of Tezkatlipoka Aztec Dancers performs a traditional Aztec dance using rattles and feathers. The feathers of her headdress and hand shaker come from pheasants and parrots.

The dance helped kick off Hispanic Heritage month on Monday afternoon. The event sponsored by the Amigos Unidos Networking Group.

The next event will start the Hispanic Speaker series, featuring Simon Salinas, California assembly member, speaking on “Diversity and its Importance” Oct. 2 in the Bldg. 543 auditorium.

## IN MEMORIAM

### John E. “Jack” Field

John E. “Jack” Field, a retired Laboratory nuclear engineer, died Sept. 5. He was 74.

Field was born Aug. 25, 1929, in Chicago and graduated from Lane Technical High School in 1948. His family moved to Arlington, Texas, in 1951.

He served in the U.S. Army’s First Cavalry Division from 1951-53 during the Korean War. He received the Korean Service Medal with two Bronze Stars, the United Nations Service Medal and a Combat Infantry Badge. He graduated from Arlington State College (now UTA) and received a bachelor’s degree of science in mechanical engineering with a minor in nuclear engineering from Southern

Methodist University.

He worked as a nuclear engineer at the Lab for 30 years from 1960-1990. After retiring, he returned to Texas and lived in Mansfield. He was a Bible scholar and amateur historian. He also enjoyed listening to classical music.

Field is survived by his wife, Anabeth Tanner Field; son, Capt. John Field, a career Naval officer stationed in the Pentagon; daughter, Julee Martin of Madison, Ala.; four grandchildren; brothers; Charles of Mansfield, David of Daphne, Ala., and Larry of Crosby, Texas.

### George Michael Franks

George Michael Franks, a World War II veteran, died Aug. 29. He was 85

Franks was born Nov. 14, 1917, in Oakland. He served in the U.S. Army during World War II and was among the first employees at the Laboratory. He also worked as a steam locomotive engineering for the Southern Pacific Railroad.

Franks enjoyed reading and big band and clas-

sical music. He worked as a mechanical engineer for Analy Bicycle Shop.

Franks is survived by his wife, Norma; his sons, Hollis Franks of Livermore and Dennis of Sebastopol; his brother, Vincent Mirko of Turlock; four grandchildren and four great-grandchildren.

Services will be private.

### Martin L. Vyeniello

Martin L. Vyeniello, a former Laboratory administrator, died Aug. 25. He was 80.

Vyeniello was born March 25, 1923, in Petaluma. He lived in Northern California his whole life and spent the last 44 years in Fremont. Vyeniello served in the U.S. Air Force and was deployed in Italy during World War II.

He was a civilian employee for the Department of Defense in the reconstruction of Japan. Vyeniello worked for the Laboratory as an administrator for 30 years. He also enjoyed working as a reserve officer with the Fremont Police Department.

Vyeniello is survived by his wife of 57 years, Maryann; his six children, Karen Peckham, Martin L. Vyeniello Jr., Gale Cushenbery, Jude Posik, Keith Vyeniello and Melissa Dunham; his brother Lee Vyeniello; 10 grandchildren and one great grandchild.

Donations may be made to Vitas Hospice Charitable Fund at the Website: [www.vitascharity-fund.org](http://www.vitascharity-fund.org).

## Newsline

Newsline is published weekly by the Internal Communications Department, Public Affairs Office, Lawrence Livermore National Laboratory (LLNL), for Laboratory employees and retirees.

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# AROUND THE LAB



## Laboratory's annual Run for HOME is set for October

By Emmeline Chen

IBIS

Mark your calendars: Wednesday, Oct. 29, is the date for this year's Run for HOME, the kickoff event for the Laboratory's annual Helping Others More Effectively (HOME) Campaign. The Chemistry and Materials Science (CMS) Directorate, led by Associate Director Tomás Díaz de la Rubia, is this year's sponsor of the Run for HOME.

In past years, the Run for HOME has traditionally been held on Halloween. However, because Halloween falls on a Friday this year — a potential conflict for employees with alternate work schedules — the date for this year's run was changed to Wednesday, Oct. 29, so that all Laboratory employees can participate in this fun event. As always, employees are encouraged to dress up in costumes, especially those related to this year's theme: Team America — three cheers for the red, white, and blue. Prizes will be given for individual and team costumes in various categories, includ-

ing CMS's special costume category: American heroes and patriotic icons.

Begun in 1975, the HOME Campaign is one of the Tri-Valley's largest charity campaigns and offers Laboratory employees an opportunity to come together each year and assist those in need.

Over the years, the Run for HOME has become an annual tradition for kicking off the HOME Campaign with costumes, food, entertainment and style. More importantly, the Run for HOME generates excitement about the HOME Campaign by bringing people to the nonprofit-agency fair so that they can learn firsthand about some of the agencies featured in the HOME Campaign booklet.

Laboratory employees are invited to come out on Oct. 29 and participate in the Run for HOME by running, walking, skating or swimming at the Livermore site or by running at Site 300. The nonprofit-agency fair will be held at the Livermore site. Employees will have the opportunity to meet agency representatives and learn about the ways in which each agency supports our local commu-

nity.

During last year's HOME Campaign, 49 percent of Laboratory employees participated, contributing more than \$1.46 million — a record amount in the campaign's history and exceeding the 2002 goal of \$1.4 million. The Laboratory Services Directorate, the sponsor of this year's HOME Campaign, has set the 2003 goal at \$1.5 million. The Laboratory encourages all employees to participate in the HOME Campaign so that our collective contributions can continue to provide tremendous support to our community through the charitable actions of our nonprofit agencies.

Complete information about this year's HOME Campaign is available on the Web at <http://www-r.llnl.gov/home2003>. You can also contact Patricia Axelrod, 3-9445, or [axelrod3@llnl.gov](mailto:axelrod3@llnl.gov); Ed Helkenn, 3-2936, or [helkenn1@llnl.gov](mailto:helkenn1@llnl.gov), the co-chairs of the HOME Campaign, or Al Moser, the chair of the Run for HOME committee, 3-0326, or [moser1@llnl.gov](mailto:moser1@llnl.gov).

## Laboratory's 'Week of Caring' projects need volunteers

Volunteers are still needed for the Laboratory's "Week of Caring" service projects. Through these projects, which are part of the Laboratory's Helping Others More Effectively (HOME) Campaign, employees can provide hands-on help to community agencies that serve seniors, youth, the homeless and the disabled.

Each project listed below is still accepting volunteers. All volunteers — Laboratory employees, friends, and family members — are welcome. If there is sufficient interest, additional service projects may be added.

### Saturday, Sept. 20 — Buenas Vidas

Tasks will depend on the thrift store's needs that day and may include sorting mer-

chandise, cleaning up the store, yard work, dusting, arranging furniture and hanging clothes.

**City:** Livermore

**Time:** 9 a.m. to noon

**Attire:** Comfortable clothing and shoes

### Saturday, Oct. 11—Anthropos Counseling

The center, which provides family and individual counseling services, needs help with yard work (pulling weeds, trimming branches, etc.) and indoor work (removing doors and hinges, cleaning hinges and rehanging doors).

**City:** Livermore

**Time:** 9 a.m. to noon

**Attire:** Comfortable clothing and shoes

### Friday, Oct. 31 — Halloween Ball

Tasks at this senior center ball include food preparation, ticket taking, serving dinner and dessert and cleanup. Several different shifts are available, depending on the task. The last shift ends at 9:30 p.m., leaving volunteers with enough time to attend their own Halloween events. (The senior center specifically requested our help for this event because of the enthusiastic participation from previous Laboratory volunteers.)

**City:** Pleasanton

**Time:** Approximately 4:30 to 9:30 p.m. (shifts vary by task)

To volunteer for the Buenas Vidas Thrift Store project, contact Bridget Petrovic, 2-7573 or [petrovic1@llnl.gov](mailto:petrovic1@llnl.gov). For all other projects, sign up with Petrovic or Polly Malik, 2-9592 or [malik1@llnl.gov](mailto:malik1@llnl.gov).

## Visiting council



MARCIA JOHNSON/IBIS

Laboratory Director Michael Anastasio last week greeted Livermore councilmember Tom Vargas (left), a candidate for mayor of Livermore, and Tom Bramell (right), a candidate for Livermore council, during a recent visit to the Lab.



Innovative  
Business &  
Information  
Services



On **Oct. 1**, the Laboratory will roll out by directorate a streamlined process, called Information Management (IM), for review of unclassified documents generated by Lab authors.

The new way of doing document review gives authors and directorates a key role in assuring that the Laboratory releases unclassified information to intended audiences appropriately and efficiently.

### Under the new system:

- Authors initiate reviews of unclassified documents online and directorates control the review path based on a new IM policy. The type of information and the audience determine the rigor of the review. The review focus is on scientific and technical information.
- Trained directorate reviewers screen documents for content and sensitive information. When necessary, directorate reviewers forward documents electronically for additional institutional reviews (e.g., export control, intellectual property, and patent issues).

Find out more about Information Management online at <http://im.llnl.gov> and in a brochure being distributed soon to all employees. The online resource will list directorate implementation dates. Contact your directorate IM representative for implementation details.

The Information Management policy and process is managed by the Innovative Business and Information Services Department (IBIS).





# NEWS YOU CAN USE

## NIF

Continued from page 1

nately, because of visa problems, an estimated 20-30 scientists from China and Russia were unable to attend.

IFSA's previous conferences were held in Bordeaux in 1999 and Kyoto in 2001, and featured lavish award banquets.

This year, Lab organizers decided to buck the trend, and provide a uniquely California twist to the proceedings. Instead of tuxedoed waiters in a fancy hotel, they hosted a campfire cookout (complete with s'mores as dessert) on the sandy beach of Monterey, with a rock-and-roll band clad in Hawaiian shirts playing Beach Boy favorites.

The evening climaxed under plastic palm trees as LLNL's Larry Suter, and Japan's Hideaki Takabe of the Institute of Laser Engineering at Osaka University, received the American



BOB HIRSCHFELD/NEWSLINE

LLNL's Larry Suter (left), and Japan's Hideaki Takabe, were honored as recipients of the American Nuclear Society's Edward Teller Medal, during a beachfront awards ceremony in Monterey at the Third International Conference on Inertial Fusion Sciences and Applications last week.

Nuclear Society's (ANS) prestigious Edward Teller award.

Suter, who heads the Lab's Hohlraum Dynamics Group of the Theory and Target Design Division, was honored "for his seminal

work on almost all aspects of laser hohlraum physics."

The ANS cited Suter's work during the past 20 years, calling him "one of the world's leading experts on laser hohlraum physics, with contributions on many topics, including X-ray conversion and drive in hohlraums, symmetry control, the impact of pulse shaping on capsule implosion and development of a wide variety of experimental techniques to verify and improve the computational models."

In accepting his plaque, Suter referred to the sad irony of receiving the award named for Teller, on the same day the conference received word of Teller's death.

"There's a rather powerful and deep air over this entire ceremony here tonight," Suter said. "One

that's kind of hard to express, because of the passing of Edward Teller, a living legend when the award was first created in his name."

## Technical Meeting Calendar

Tuesday  
23

### RADIATION DETECTION CENTER

"Biomedical Imaging with Combined X-ray Transmission and Radionuclide Emission Detection Techniques," by Bruce Hasegawa, UCSF Physics Research Lab. 11 a.m., Bldg. 151, room 1207 (uncleared area). Contact: Ron Wurtz, 3-8504, or Christie Shannon, 3-6683.

Wednesday  
24

### MATERIAL RESEARCH INSTITUTE

"The Color of Shock Waves in Photonic Crystals," by Evan J. Reed, Physics Department, MIT. 3:30 p.m., Bldg. 219, room 163. Contact: Mike McElfresh, 2-8686, or Jody Quick, 2-0620.

Thursday  
25

### MATERIAL RESEARCH INSTITUTE

"Crystallization and Atomic Rearrangement in Metallic Glasses Under High Pressure," by Liling Sun, Cornell University. 3:30 p.m., Bldg. 219, room 163. Contact: Mike McElfresh, 2-8686, or Jody Quick, 2-0620.

### CHEMISTRY & MATERIALS SCIENCE

"Nanoscience and NIF Targets," by Alex Hamza, MSTD. Noon, Bldg. 235, Gold Room (room 1090). Contact: Andrea Hodge, 4-3715, or Linda Jones, 3-8839.

### DEFENSE & NUCLEAR TECHNOLOGIES/NONPROLIFERATION, ARMS CONTROL & INTERNATIONAL SECURITY

"Aerobreakup in Rarefied Supersonic Gas Flows," by T.G. Theofanous, Center for Risk Studies and Safety, UC Santa Barbara. 11 a.m., Bldg. 451, White Room. The seminar is sponsored by DNT, CAFDA, ISCR, NAI, CASC. Contact: Rose McCallen, 3-0958, or Helen Magann, 2-5229.

Friday  
26

### CHEMISTRY & MATERIALS SCIENCE, FRONTIERS IN CHEMISTRY & MATERIALS SCIENCE

"Predictive Capabilities for Strongly Correlated Systems: Spectral Density Functional Theory and Its Applications to Plutonium," by Sergej Savrasov, Department of Physics, New Jersey Institute of Technology. 3:30 p.m., Bldg. 235, Gold Room (room 1090). For information on Savrasov and an abstract of his talk, see Website: [http://www-cms.llnl.gov/cms\\_frontiers\\_ext/index.html](http://www.cms.llnl.gov/cms_frontiers_ext/index.html). Contact: Mike Fluss, 3-6665, [fluss1@llnl.gov](mailto:fluss1@llnl.gov), or Kristine Ramirez, 3-4681, [ramirez24@llnl.gov](mailto:ramirez24@llnl.gov).

Tuesday  
30

### RADIATION DETECTION CENTER

"Neutron Resonance Radiography for Security Applications," by James Hall. 11 a.m., Bldg. 151, room 1207 (uncleared area). Contact:

Ron Wurtz, 3-8504, or Christie Shannon, 3-6683.

October  
1

### MATERIAL RESEARCH INSTITUTE

"Unconventional superconductivity in CeCoIn5 with Magnetic Texture and Orbital Quantization," by Henri Radovan, National High Magnetic Field Laboratory. 3:30 p.m., Bldg. 219, room 163 (uncleared area). Contact: Mike McElfresh, 2-8686, or Jody Quick, 2-0620.

October  
3

### ELECTRONICS ENGINEERING

"Distributed Access Control and Policy Management & Security Analysis of Network Protocols," by John C. Mitchell, Stanford University. 11 a.m., Bldg. 235, room 1090/Gold Room (uncleared area). Contact: Alex Spiridon, 3-3368, or Robin Sachau, 3-5864.

October  
24

### CHEMISTRY & MATERIALS SCIENCE

"New Insights Into the Liquid Water Surface from X-Ray Spectroscopy of Liquid Microjets," by Richard J. Saykally, UC Berkeley. 3:30 p.m., Bldg. 235, Gold Room. Contact: Jim Tobin, 2-7247, or Rebecca Browning, 2-5500.

The deadline for the next Technical Meeting Calendar is noon, Wednesday.

## AROUND THE LAB



# LLLWA selects new officers for the upcoming year

The Lawrence Livermore Laboratory Women's Association (LLLWA) presented their new slate of officers for the upcoming year at the annual membership drive and scholarship fundraiser luncheon.

Chelle Clements is the newly elected president. She has been at LLNL more than 20 years, the last 14 years with B Division and is currently part of the Nuclear Weapons Information Project, supporting archiving efforts of 50 years of test data.

Deborah Irish, vice president, is the directorate administrator for Chemistry and Materials Science and has been a UC and LLNL employee since 1980.

Linda Farber will serve as treasurer. She has been at the Lab for 20 years. She currently is with Computation, supporting the application support and programming needs of Environmental Protection Department's (EPD) Chem Track program.



JACQUELINE MCBRIDE/NEWSLINE

The newly elected LLLWA officers include, from left, Christine Bell, secretary; Chelle Clements, president; Linda Farber, treasurer; and Deborah Irish, vice president.

ment's (EPD) Chem Track program.

Christine Bell is the LLWA secretary. She began her career at LLNL in 1989 and is currently a program secretary for the Water and Environment Program as well as the Carbon Management and Climate Change Program with the Energy and Environment Directorate.

As LLLWA president, Clements hopes to inspire LLLWA members to participate in community outreach activities during the coming year. She also supports a strong affiliation with the other Lab employee networking groups.

"The Day on the Green that has become such a successful annual event is a good example of how the employee networking groups can work side by side and help each other," Clements said. "I want to promote and strengthen that collaboration."

## Employees reminded to follow waste disposal rules

The Laboratory has experienced several recent pH excursions to the sanitary sewer system that have required diversion to our on-site sewer division facility.

"This is a serious concern that can result in clean-up costs and fines to the Laboratory, as well as adversely impacting our standing for good environmental operations," said Ellen Raber, EPD department head.

The Lab's Environmental Protection Department (EPD) is asking for increased manager and employee attention to sanitary sewer waste disposal practices. Discharge of large quantities of low pH materials into the sanitary sewer system is prohibited

"Disposing of wastes properly is not costly or inconvenient, given the waste disposal services available through EPD's Radioactive and Hazardous Waste Management Division", said Stephanie Goodwin, EPD division leader. Goodwin stated that employees with questions concerning any aspect of waste disposal should contact their facility ES&H team environmental analyst or hazardous waste technician directly. "We are a resource to program and support organizations in meeting their operating goals in an environmentally compliant manner," Goodwin said.

To assist in communicating the regulatory requirements, EPD has provided signs

at connections to the sanitary sewer that state "CAUTION This sink connected to the sanitary sewer." The sign also states: "Do not discard wastes down this drain."

Raber concluded: "EPD would appreciate help from Lab personnel in determining potential sources for past sanitary sewer releases so the practices can be corrected. "We ask that you call 2-2300, the same number as on the sign at connections to the sanitary sewer. Hopefully, by working together, EPD can help further educate employees about allowable waste disposal options and prevent similar occurrences in the future."

## BRIEFLY

### Deadline for traffic safety poster contest

A poster contest highlighting traffic safety around the Laboratory is open for entries through Monday, Sept. 22. The Lab's Traffic Safety Committee is sponsoring the contest as part of this month's safety theme. The contest is open to all Lab employees. To enter, people have to identify at least eight traffic hazards or parking violations portrayed on the contest poster. Employees can view the poster and enter on line now by going to the Website, located at <http://www-r.llnl.gov/traffic-safety/issues.html>

Posters are also placed throughout the Lab. Entries can be written on plain paper, along with your name and L-code, and mailed to Safety Contest, L-088. The first 150 employees who enter and correctly identify eight hazards and violations will receive a prize. All entrants will be eligible for the grand prize drawing later this month.

### Sign up now for Expanding Your Horizons

The 11th Annual San Joaquin Expanding Your Horizons in Science and Mathematics (EYH) Conference will be held Oct. 4 at the University of the Pacific in Stockton. This conference is one of more than 140 that are held around the country each year through the Math/Science Network in Oakland. Last year, more than 300 girls attended the San Joaquin conference.

The goal is to introduce young women in grades 6-12 to a variety of diverse and challenging careers, and encourage their interest in science and mathematics. At the conference, participants attend hands-on workshops where they meet people who will make an impact on the choices they make about their future.

For sign-ups go to the EYH Website or call Terry Porter at 294-2693 or Martha Campiotti at 294-2998. Deadline for registration is Monday, Sept. 29.

The University of the Pacific School of Engi-

neering and Computer Science, Lawrence Livermore National Laboratory and Sandia National Laboratories are sponsoring this conference.

### Postdoc Advisory Council orientation

The Postdoc Advisory Council is sponsoring a brown-bag orientation series for postdocs hired for the past year; however, all postdocs are welcome to attend.

Beginning Monday, Sept. 22, and ending Oct. 2, the two-week lunch time orientation will brief new post docs on the Lab's mission and purpose; the differences and similarities among the various directorates, and how to efficiently "get things done." Briefings will be held in Bldg. 219, room 163 from noon -1 p.m. Agenda information can be found at the STEP Website.

For further information, contact Beverly Williams, 2-5020.





AUTOMOBILES

1995 - Ford Probe SE, Sport Package, 65k miles, garaged, excellent condition. Great sporty commuter or college car - 35mpg. Must sell \$4000 obo. 925-240-1090

1996 - Toyota Tacoma SR5 Xtra Cab, 4WD, V6, White, Auto., 84K miles, A/C, Camper shell, Tow Pkg, Garaged, Orig. Owner. Excellent Condition! \$12,500. 209-834-0808

1994 - TOYOTA CAMRY LE, 4 cyl automatic, excellent a/c, remote alarm, mauve color, too much to list, 161K miles, everything works! \$3,495. 510-490-2344

1993 - Dodge Caravan - 5 passenger, blue, good condition, always dependable. 165,000 K. \$1,600.00. 925-449-8035

1991 - Chevy Van Conversion, low 100K miles, AC/AT/TV/VCR/tinted windows. Great condition. \$5,500 OBO. 925-455-1719

2001 - Ford Mustang Convertible, Fully Loaded, Low mileage, PW, PL, AT, AC, \$13,500 OBO. (Cell # 209-612-3602). 209-838-2419

1982 - White Toyota Cressida Sedan. 225K miles. Reliable condition. \$600 OBO. 925-456-3383

1991 - TOYOTA PREVIA LE minivan. Good shape in&out. 215K commuting miles. TV, VCR. CD player, good sound system. asking \$4200. 510-655-2291

1998 - Plymouth Voyager, V6, 78K miles, great family vehicle. Green, auto trans, cd, seats 7, sell less than BB. \$6,500 209-835-9082

1991 - SATURN, SC COUPE 2D, 5 spd man trans, 54K orig miles, white, good commuter, 2 dr, good body. \$2,500 209-835-9082

1972 - BMW 2002,Rebuilt motor,good body, needs transmission rebuilt. \$2100 / BO 925-449-4176

1997 - Dodge 2500 V-10 4x4, club cab, 82k miles, spray bedliner, 5th wheel hitch, tow package, fully loaded, excellent condition. \$12500 925-373-6791

1989 - Mazda RX-7 GTU, 102K mi. White ext., sunroof, spoiler, 6-disc CD, AT, A/C, PS. Looks clean + runs great. Always garaged. All orig. Good cond. \$3100 925-294-5939

1987 - Subaru XT 2dr coupe, 5-speed, A/C, AM/FM/cassette, 116K miles, one owner, \$1200. 925-443-6706

1993 - Nissan Sentra, AT, A/C, Cruise Control, DK Blue, AM/FM cassette stereo. 181K miles. Runs Good, GREAT COMMUTER!! \$1,580/OBO 925-516-2607

1992 - Sable GS, White, 3.8 V6, 117K miles, excellent cond. \$2500. 925-855-1297

1991 - Acura LS 3 door coupe, 120k miles, garage kept, immaculate! \$3,500 925-373-5918

1996 - Volvo 850 Turbo, silver, 80K miles. Excellent condition, new brakes, tires & ABS module. Have all paperwork. \$9500 510-909-8766

1991 - Saab 900 Turbo Convertible, white w/ black top, new front tires, looks & runs great, \$3800. OBO 209-369-3308

1996 - Jeep Grand Cherokee Laredo, V8, 4WD, leather seats, electric windows/door locks, tow package, low miles (72K), excellent condition. \$8800 OBO 925-449-8472

1998 - Ford Contour, 4 door, PS, PW, A/C, ABS, Auto Trans., 97K miles. New belts, etc. installed in June 03. \$5000.00 925-980-3121

1992 - Q-45 Infinite, All Power,Moon Roof,Bose Stereo System,10 CD Changer,4 Wheel Drive,Antilock brakes,V-8,New Tires,Leather Interior,\$4900 OBO 925-634-7362

1953 - Mercury Monterey, 2 door, complete vehicle, engine in good runing condition. \$1,600. OBO. 209-239-5532

AUTOMOBILE ACCESSORIES

2003 Acura RSX 5 lug tires/Alloy wheels (4) SBRP205/55R16 Michelin MXM4 All-Season High Performance Tires Alloy Only 1000 miles asking \$450/obo 209-892-5734

Weld Racing Super Single II wheels. New in boxes. Qty.4, Size 17x10, 6x5.5 GM bolt pattern. \$900 209-329-7218

131 TIRES. 2 Michelin 185/70/13 Radial tires, good condition only \$22 both. Livermore 925-447-7070

Trek 220 MTB 24in rims. \$50. 925-426-8452

Two Yakima rooftop bike carriers. These

BICYCLES

CLASSIFIED ADS

attach to your existing rack - rack not included. Frame clamp-on style, with locks. \$100 for pair. 925-371-1607

Brand new 26inch mountain bike, aluminum frame, full suspension front & rear, gel type seat, 21 speed, rode it 5 miles (in town) & gave up. \$125. 925-895-5731

Schwinn child's bicycle, 12-inch wheels, good for 4-6 years old, \$30. OBO 209-369-3308

1974 Astroglass Bass boat, 85hp Johnson, new interior, new trolling motor, two depth finders and trailer w/new bearings and tires. Asking \$3000/obo 209-892-5734

1994 Tige--competition--skiboat, 360 hours, tandem--trailer 1yr old. Barefoot boom(great for teaching kids)skis--ropes, wet/dry suits. \$20K obo. 209-830-9129

Speakers: Pioneer 12inch 4-way, \$200/pair, Mitsubishi 10 inch 3-way, \$150/pair. AR Subwoofer, \$95 All excellent and worth much more. 925-292-7799

Car audio system - three amps: 75 w, 150 w, 200 w: crossover, Kicker ss100 box with two 10 in. woofers, and cables. Pd >\$1000; sell for \$349 obo. 209-836-9082

Pioneer Elite (top-of-the-line) 60inch projection TV. Black lacquor finish. Beautiful and great picture. Orig. \$5600, sacrifice for \$1300 925-292-7799

Compact battery charger \$10, Epson ink cartridges, 2 black and one color \$20 925-245-1414

Playstation Games: Thunder Strike, NHL Powerplay 96, Spider Man, SSX Snowboard, VMX Racing, NASCAR 98, \$10 each 209-833-3785

Dell laptop, older model but works good, CD&floppy drives, needs battery. \$50 925-895-5731

Sylvania 19in. TV, JVC VCR, Magnovox CD Player, Sherwood Power Amp, TV stand/cabinet. \$75/Best Offer 925-277-1704

Ham Radio HF Station. Drake R4/T4X with AC4/MS4. Includes FR4 frequency readout and D-104 microphone. With manuals, \$425.00 925-447-9273

Free to good home: 8 ft sailing dingy, fiber-glass hull & deck; needs parts and assembly; sail included. 925-443-8889

FREE. Bug Shield for Mazda MPV 925-455-1730

Nokia battery chargers, one for electrical outlet, one for car. 925-373-0322

Giveaway - Swing Set, consists of: 2 single swings, 1 2-person swing, 1 slide. If you like it, take it apart and take it away. 209-833-6146

Older Mac computer and printer. Will bring to lab. 925-454-8790

Free: Rottweiler/Shepard female 11 months old looking for a good home. Has been fixed and has had all shots. 925-516-0410

FREE. TV Stand 925-455-1730

SPA. needs some work. You haul. 925-447-8087

Free firewood. Pine, green. ~ 1.5 -2 chords. Needs splitting. You haul. 925-447-8087

Refrigerator - GE Profile - Top freezer with water and ice maker. 22 cu ft. \$150 obo. 209-836-9082

GE (Black) profile build-in double Microwave/Thermal Oven. Brand new at \$1599, never opened. Perfect as a replacement. \$699, what a deal! 925-292-7799

Childs Twin Loft Bed - bed spans bookcase and dresser, desk and chair for underneath. Great for tight rooms - \$250 OBO 925-454-8486

Stihl chain saw 029, gas 2 cycle with case and manual 20 inch blade 54.1 cmg cost \$325 will sell for \$100 925-449-1823

WASHING MACHINE, 1-year new. Frigidaire, front loader. \$600 new, will sell for \$250. 925-487-2246

Gas Whirlpool Dryer, great working condition. White color \$60. 925-249-9186

Playhut sports arcade, \$10. Playhut cubes, set of 3, \$5. 925-454-0877

Kitchen table with 6 chairs, good conditions, white washed stain. Versatile pedestal oval dimension, 2 leaf extensions. Pictures via email, \$175. 925-964-0534

BOATS

Large Oak desk. Great for home office. \$150.00 925-373-6414

Washer - Speed Queen HD clothes washer. 4 temp, 3 cycle, stainless steel tub, top load, almond color. Works well. \$50. 925-443-5663

Urgent moving sale: sofa, love seat, TV, queen mattress, executive fan desk, microwave. 2 yr old. Excel. cond. Negotiable prices. 925-456-3383

DESKS,TEAK. #1=mission style w/rectangular legs. #2=scandinavian style w/cylindrical legs. 3drawers each&extending tabletops. Good shape. \$60each. 510-655-2291

Refrigerator/Freezer w/icemaker, self-defrosting. 20.6 CuFt White Great condition. \$175... 209-832-8541

GE Electric range w/convection bake oven, 1995, white with coil burners. \$300 OBO. 925-447-8251

Pali Italian crib and changing table. Includes mattress and bedding set. In great shape. \$450 209-836-0709

Glass shelving 4-3/4in X 61-3/4in X 3/8in. \$2 each. Have 15 to sell. Great for Hummel collections. 925-426-8452

European Futon and chair \$150, couch and loveseat, like new \$250. 925-245-1414

Lights, 2 bathroom light bars, brass and oak, 6 globe lights ea, excellent condition, \$15 ea. 925-443-5324

Captains bed, sturdy white base w/oak trim, 3 lrg drvrs and solid oak headbrd w/shelves. Nice looking, \$150. 209-839-9757

Kenmore 80 series Washer and Kenmore 70 series 29-inch Gas dryer. Like New. Sell as a set for \$200.00. 925-455-6310

CARDBOARD BOXES, STURDY for moving/storage:: 40 for \$50 925-447-7070

HOMEDICS Shiatsu Neck Massager. Barely used. Great for after work use. Orig\$45 Offering for \$25. 510-655-2291

RAIDERS v.s. San Diego, Sunday, Sept. 28th at 1:05PM. (2) tickets, great seats, face value (\$59 each). 510-410-0927

Fireking- Four drawer fireproof safe. Legal size. \$350.00 OBO. 925-449-5648

Queen Bed - mattress, box spring, frame - \$100 OBO - sheets & accessories also. 925-454-8486

Devilbiss Air compressor, 30 gal tank, 3.5 hp, 11.9 cfm pro 4000, electric 110 cost \$350 sell \$200 leave message 925-449-1823

White Defrost Chest Freezer \$50.00 925-249-9186

Winter coats, boys and girls. szs. 2T and 3T, \$10. Toddler girls clothes szs. 18 mo and 2T, beautiful fall/winter outfits, \$5-\$10. Excel. cond. 925-454-0877

Complete Avent bottle system: sterilizer, 12 bottles, flow rates ranging from newborn to toddler. All for \$35. 925-454-8827

AMANA fridge w/bottom freezer. White. Great condition, energy saver. 2 yrs old, orig \$1200, sell for \$800. 510-655-2291

100 Gallon Well Used Fish Tank With Metal Stand. All Accessories. \$200.00 Obo 925-443-9003

Dirt bike flywheel weight. Steahly, part #827H, 16 oz. (heaviest available). Fits a 2003 YZ450F. New in package, never used. \$50 209-833-3785

49er vs Cleveland Browns Tickets(4)Sun Sept. 21 1:15pm UR sec 11 End Zone Face Value \$58ea 209-499-3793

Craftsman bench model sander with motor 4 inch belt 6 inch disc \$30.00 510-471-3048

20 gal. Fish Tank w/Solid Oak Stand, like new \$150.00 (option, incl. 6 fish). 925-447-8291

U-Haul large, extra large, and wardrobe moving boxes. \$2.00, \$3.00, and \$4.00, respectively. 209-836-4550

Moving Sale. Furniture, household items etc. Saturday Sept. 20th 9 am to 3 pm. 5308 Windflower DR, Livermore 925-292-8948

Lights, 2 large white spheres (16in dia) hanging on white cords, good condition, \$20 ea 925-443-5324

Craftsman 10-inch radial arm saw with carbide blade \$150.00 or B.O. 925-846-3548

Moving boxes and packing material needed. Will pick up. 925-245-1414

MOTORCYCLES

tires, exhaust, sell for \$8K, 447-8606.

1972 - Bultaco garage sale! Two M-85 Alpina projects. Two engines, frames, swing arms, forks, bodywork and green stickers. \$500 for all. 925-600-1817

1999 - KTM 50 cc Senior Pro race bike. Great condition/new chain/new piston. 209-914-1554

2000 - Harley, FXDX, Saddle bags, 2 seats, new tires, brakes, and battery. Screaming Eagle pipes, rejitted carb, EXTRAS. \$15,000 OBO. Evenings/weekends. 209-521-9047

1987 - Husqvarna 430WR, 1982 Yamaha IT465. Both excellent runners, many new parts. \$900eaOBO. 209-467-4418

Motorcycle Leathers, Gericke, One Piece, Size 44. Only worn once. Has knee, elbow, and shoulder guards, padding in back. \$800 new. Asking \$400. 209-833-3785

Digital Audio Workstation - Roland VS890 - like new, manuals, 8 inputs, 20 bit @ 44 khz. Pd \$1500; will sacrifice for less than half. 209-836-9082

Piano, Cable-Nelson upright, excellent condition: \$1200. / BO 925-449-4176

Four par-64 stage lights with gels, clamps, and road case. \$125 obo. 925-447-8845

FREE KITTENS Very cute and litter box trained. 925-449-1340

Black Thoroughbred mare. Hunter jumper, many Firsts & Grands, jumps 2ft6in, intermediate riders. \$2,500/OBO/Trade. 925-447-7562

Horse boarding near Lake Del Valle. Pasture only, arena available. \$150/month. 925-443-5483

Kittens: Gray Female or Black Male, 12 weeks old, shots and dewormed, boxed trained. Cute and playful. Free to a good home. 925-447-2068

TREADMILL - Healthrider Softstrider - Programs and manual controls. Like New. Originally \$650 Now only \$400 925-829-8974

Wilson WS1000 Golf Club set with bag and extras. Great starter set. \$40. 925-426-8452

Pool table, 3/4 size, inexpensive table but has all balls and 2 nice cues, 1 year old. \$150 OBO. 925-895-5731

Baby Jogger, single child capacity, 20-inch wheels, sun shield, rain envelope, under seat basket, \$50. 209-369-3308

Express your commute, call 2-RIDE for more information or visit http://www-r.lnl.gov/tsmp.

BERKELEY - Rider/driver needed to complete a 4 person carpool. Leave Berkeley 7 am; leave LLNL 4:40 pm. 510-524-8332, ext. 2-5949

Galt/Lodi/Stockton - Looking to form a 2-4 person carpool with others on the 9/80 AWS. Working hours 7 to 4:45pm. If interested, please call. 209-334-1006, ext. 4-4175

Sonora - Looking to carpool from the Sonora, Columbia, Jamestown area. Hours flexible. 209-588-8733, ext. 4-3919

MANTECA - Rider/Driver needed. Flexible drive schedule. Work hours 7:30 AM to 4:00 PM. 209-823-5593, ext. 3-8539

Fremont - Seeking female rider/driver or a van pool. Work Hours 8:00-5:00 or 9:00-6:00. Call 510-651-3678, ext. 3-9087

Livermore - Empty-nesters, have room will rent. Beautiful property 10 minutes from the Lab. Swimming pool, hot tub. No smokers. \$750 mo. 925-699-8244

Livermore - ~ 1 bedroom in a 3 bedroom house. Shared bath, washer/dryer. \$550 TOTAL a month, deposit \$550. No pets, no smoking. 925-245-1725

Dublin - Ranch, unfurnished room for rent. \$725/month, nonsmoker female, no pets. 925-828-1014

Livermore - large furnished room in home 3 miles to lab \$495 per month, wireless DSL, shared bath and kitchen, beautiful quiet acre. 925-337-0997

Livermore - furnished room for rent. No pets/no smoking. Clean/quiet.

\$550.00/month. Deposit required. Mature adult. 925-449-1128

Custom T-shirts, tank tops, and graphic design. Silk Screen or heat transfer. 1 or 100. Your art or choose from our custom designs. 925-600-0297

Wedding Photography: 23 yrs exp, book now for 2004, medium format cameras used, you keep the negatives. 925-829-1474

Codependents Anonymous (CoDA) Meets Tuesdays Noon T3520/R1174 (New Room!) Just come or Info 925-447-7070

Learn to Square Dance! Elks N Does of Alameda starting new class 9/18. Meets every Thursday 7:15-8:30 PM. FREE 9/18 & 9/25. 510-247-3354

Need a TUTOR. SRVUSD teacher on child care leave looking for 3rd thru 6th graders. Any subject, taught at Danville residence only. \$50 per hour. 925-964-0534

Painter - reasonable, reliable and with references. Quality work. 925-640-5233

TUTORING in high school and college math and chemistry. 925-443-2095

1984 - Dodge 150 long bed Pickup, 86k, 2nd owner, slant 6, auto/AC, very good condition. Asking \$3000/obo 209-892-5734

1998 - Chevrolet Silverado 4X4, Z71, white, 3rd door, PD,PW,PL, Cruise,CD,rear sliding window,bed liner,tube steps, 33.5K miles. Asking \$15,800 925-443-8831

1990 - Ford F350 crew cab 4WD Diesel, Lariat, automatic, A/C, PW, PL,190K miles 5800.00 209-239-6526

1991 - Ford F150 XLT Lariat, Supercab, V8, 4wd, auto.,loaded, dual tanks, bedliner,alloy whls,clean in/out, smogged, great truck! \$5,800 925-449-4796

14ft. aluminium fishing boat and trailer, motor runs but needs some work. plus extras. \$550.00 OBO Current licence. 209-892-2369

1989 - E-150 Van conversion, 68K miles, 350 V-8, runs good, good mechanical condition must sell. Burgundy and silver color. 209-239-5532

Nice used bedroom set: dresser w/mirror, chest of drawers or armoire, 2 (or 1) nite stands, (headboard/footboard/bed optional. \$700-800. 209-599-6838

Looking for a good used queen or double mattress, box spring and frame. Also looking for a jogging stroller. 209-830-0112

Bike wheels (2), 24-27 in. diameter, no gears, for pony cart. Reasonable/cheap. 925-447-4830

49er/Steeler tickets (2) for 17 November. 209-239-0663

Would like to rent a vacation rental in one of the Hawaiian Islands from Dec. 27, 2003 to Jan. 3, 2004. 925-449-8035

Old Skateboards, thanks 209-834-1374

Looking for an unused/working stereo receiver. Needed for my garage. I have speakers etc. Please call 209-576-7892 209-576-7892

Hampster cage wanted, friendly hampter is also welcome. 925-449-6048

Services and merchandise listed in *Newsline* are not guaranteed. It is up to the buyer to scrutinize services purchased.

TRUCKS & TRAILERS

PETS & SUPPLIES

RECREATION EQUIPMENT

RIDESHARING

SHARED HOUSING

# Lab seeks to keep salaries on par with external rates

The Laboratory’s policy is to maintain salaries commensurate with the external market and to pay employees based on their contribution and value to the institution. The following summarizes the Laboratory’s process for determining the Merit Allocations and Salary Structure Adjustments.

- The Laboratory participates in and obtains data from relevant market salary surveys using select benchmark jobs that are representative of the Laboratory’s employee population.

- The results of the surveys are reviewed and analyzed taking into consideration the differences between the average base salaries at the Laboratory versus base salaries, bonuses and/or other cash paid on both a national and local area basis.

- A Laboratory market position, stated as a cost-to-market, or CTM, is developed and presented to senior management for review.

- Once Laboratory senior management has reviewed the results of the market analysis, a Compensation Increase Plan request or CIP is developed and submitted to the University of California and the DOE for review and approval. The CIP takes

## FY 04 merit allocations & structure adjustments

### Exempt

Series	Structure	Allocation percent	Adjustment percent
100	Administrative	3.0	2.0
200	Scientists & engineers	2.0	N/A
300	Technical	2.0	0
51	Firefighter	5.5	0
52, 55	Security	3.0	2.0

### Non-exempt

Series	Structure	Allocation percent	Adjustment percent
400	Administrative	2.7	2.0
500	Technical	2.0	0

### Non-exempt step

Series	Structure	Allocation percent	Adjustment percent
600	Protective Force Sergeants	2.5	2.5
600	Protective Force CAS	2.5	2.5
600	Fire and Dispatchers	4.5	4.5
800	Facilities	2.6	2.6
900	Machinists	2.5	2.5

into consideration the Laboratory’s CTM and other factors including affordability, market trends

and recruitment and retention concerns. It should be noted that the CIP is a request for the authority to spend a percentage of the Laboratory’s budget on salaries. It is not a request for additional funds for the Laboratory. Once received, DOE and UC will spend approximately 4-6 weeks before approval is granted to proceed with the salary program.

- Once the CIP has been approved, the salary program allocations are developed, reviewed and approved by senior management. At the same time, salary structure adjustments are determined based on the degree to which the Lab’s structure(s) align with the external market.

- After these processes have been completed, the Laboratory officially “kicks-off” the salary program each year.

The accompanying table outlines the salary program allocations and structure adjustments for FY03. If you have questions, you may contact the Compensation Division or refer to the Compensation Division Website at [http://www-](http://www-hr.llnl.gov/PDF/compensation/)

[hr.llnl.gov/PDF/compensation/](http://www-hr.llnl.gov/PDF/compensation/)

## SALARY

*Continued from page 1*

Compensation is planning a series of brown bag sessions beginning the week of Sept. 22 to answer

employee questions about this year’s program.

Complete salary review information is available on the Compensation Website at <http://www-hr.llnl.gov/PDF/compensation/> and the Compensation server at

`\\Compserver\CompensationResources\Salary Review`. Questions may also be directed to your directorate’s Compensation Representative.

## LEARY

*Continued from page 1*

ership in Safeguards and Security.

As associate director, Leary will lead approximately 1,750 employees who provide a wide array of critical business and plant functions, in addition to Safeguards and Security. Laboratory Services includes the Administrative Information Systems Department, Plant Engineering, Procurement & Material, Innovative Business and Information Services, and UTel, the Lab’s telecommunication services department.

“Dave’s background is closely aligned with the diverse activities in Lab Services,” Anastasio said of the appointment. “He has a strong customer orientation and is well respected across the Laboratory, the University and DOE for tackling challenging assignments successfully and working collaborative solutions.”

“I am quite honored to be selected as associate director for Laboratory Services,” Leary said. “The performance of the departments in the directorate over

the last several years has been excellent, and I am confident that the organization’s commitment to excellence will allow us to continue to meet the challenges of providing high-quality, cost-effective products and services to the Laboratory.

“I look forward to the challenge of leading and continuing to grow with this diverse set of organizations and responsibilities.”

Leary also thanked the members of Safeguards and Security for their efforts to respond to recent security issues.

“I have the utmost respect for all our security personnel who have dug in and worked tirelessly in response to our recent security challenges,” Leary said. “Their dedication and commitment has been exceptional. At the same time we all need to recognize that there is a tremendous task in front of us and it will take even more dedication and teamwork to meet the coming challenges.

“I also want to call upon all Laboratory employees to help in meeting the security challenge. To be effective, we need security integrated in all of our pro-

gram and operational activities. It is essential that the Laboratory be able to rely upon all employees and staff in executing our institutional and individual security responsibilities.”

Leary has a master’s degree in police science and administration from Washington State University and a bachelor’s degree in sociology from Illinois State University. Leary joined the Lab in 1973 as an administrative executive. His career at the Laboratory has spanned numerous management positions in addition to Safeguards and Security, among them Supplemental Labor Office manager, Property Management Division leader, Business Services Department head, director of Communications, Innovative Business and Information Services department head, and National Ignition Facility Programs deputy director for Operations. He is a U.S Navy veteran, having served with the Naval Security Group Activity, and is a former member of the board of directors for the Alameda/Contra Costa County American Heart Association and UNCLE Credit Union.

## CAROTHERS

*Continued from page 1*

served in the armed forces during World War II as a member of the 11th Airborn and was stationed in the Phillipines, staging for the invasion of Japan on Aug. 6, 1945.

Carothers began his UC career in 1948 with a position as a teaching assistant at UC Berkeley. In the summer of 1949, he took a temporary position at the Los Alamos Scientific Laboratory, returning to UC Berkeley in 1950.

On receiving his Ph.D. in 1952, he was offered a position by Herb York to work on “a little project” in Livermore. This was the beginning of a career at Livermore spanning nearly 40 years.

His positions at Livermore included assistant division leader, Neutronics Division 1953 to 1960; division leader, Test (or “L”) Division 1961 to 1970; associate director for Nuclear Test, 1970 to 1975; associate director for Human Resources and External Relations 1975 to 1979; assistant to the Laboratory associate director 1980 to 1988; Laboratory archivist 1980 to 1991.

Carothers retired from the Laboratory in October 1991 but returned as a Laboratory associate and continued his role as Laboratory archivist from 1992 to 1999 when a stroke forced his permanent retirement.

In addition to his work and positions at the Lab, Carothers was active in community affairs. In 1958, he was chairman of the Valley Memorial Hospital Fund Raising Committee at the Lab. During the ‘70s he was active in counseling psychology holding numerous workshops on self esteem with Ruth Gaston and co-authoring (also with Gaston) a book on children’s psychology “Helping Children to Like Themselves.” He was an active sponsor of youth sports programs and arts programs in the valley. Also, during the ‘70s and ‘80s he and his wife started and headed a volunteer telephone crisis line, Valley Connection.

Other books published by Carothers include “Caging the Dragon: The Containment of Underground Nuclear Explosives” (Department of Energy, 1995) and “Building the Cage” (Department of Energy, forthcoming 2004).

Carothers held numerous memberships including

consultant to the U.S. Air Force Directorate of Nuclear Safety, 1960-1971; chairman, JOWOG 13, 1961-1970; scientific adviser to the AWC Las Vegas Operations Office, 1962-1975; member of the NTS Planning Board and NTS Use Committee, 1963-1975; member of the Sage Committee, 1973-1975; and chairman of the Containment Evaluation Panel (CEP), Nevada Operations Office, 1971-1999.

In 1985, Carothers received the Department of Energy’s Distinguished Associate Award.

Carothers is survived by his wife, Barbara of Livermore, and their four children, Margaret Carothers of Claremont, Calif., Katherine Carothers of Denver, Colo., Alison Hetrick of Tracy, Thomas Carothers of Bethesda, Md. and four grandchildren.

In lieu of flowers, cards, etc., the family has asked that donations in Carothers’ name be made to: The Livermore Valley Education Fund, 849 East Stanley Blvd., Suite 143, Livermore, CA 94550

A Celebration of Carothers life is planned for 2:30 p.m., Saturday Oct. 11 at the Unitarian Church, 1800 North Vasco Road, Livermore.



# Whipsnake finds home on the range at Site 300

The Alameda whipsnake is a lizard-eating connoisseur found on Site 300's south-facing slopes where rocky outcrops and sagescrub are warmed throughout the day.

The whipsnake is a snake found in only four counties of the United States (portions of Alameda, Contra Costa, Santa Clara and San Joaquin Counties) and it has highly specialized life habits (see below). Because the Alameda whipsnake (*Masticophis lateralis euryxanthus*) lives in one of the fastest-growing regions of California, it was studied by the U.S. Fish and Wildlife Service in the mid-1990s to determine if its population numbers were in decline.

Subsequently listed as a federally-threatened reptile in 1997, the whipsnake now receives national recognition as a special-status species under the Federal Endangered Species Act of 1973. Site 300 Management has been proactive in protecting the Alameda whipsnake onsite so that this unique species does not disappear from a portion of its range forever.

### Snake's description

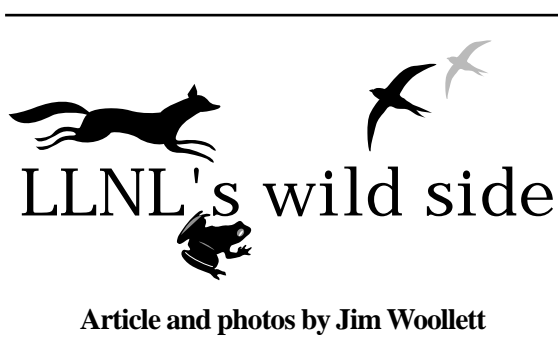
The Alameda whipsnake is a slender and speedy snake with a broad head, large eyes, and contrasting colors. Its cousin, the San Joaquin coachwhip (or "red racer"), is a reddish-colored snake that also has these characteristics and frequents Site 300 grasslands.

One of two subspecies of whipsnake in California, the Alameda whipsnake is distinguished from the more common chaparral whipsnake (*M. l. lateralis*) by a blackened back, a wide yellow-orange stripe that runs down its sides, and some light tan facial markings. The belly can appear a pinkish to red-orange coral color. Adults range in length from 3 to 5 feet. When captured, the whipsnake often lashes its body in spasms, imitating the motion of a bull whip, therein, a possible motive for the name "whipsnake".

Some whipsnakes, with partial or intergrade characteristics of the two subspecies exist, especially in the Corral Hollow Creek region of Site 300. The term intergrade describes an intermediate form of an animal. Intergradation in whipsnake populations is a natural and normal occurrence where Alameda and chaparral whipsnake ranges overlap or are adjacent to one another. The Endangered Species Act protects these intergrade forms of the whipsnake based on their genetic contribution to the species as a whole.

### Snake's natural history

Alameda whipsnakes seem to have two peak times of the year for significant, seasonal movements. One is the spring mating season and the other is late summer or early fall (Sep-



tember). These whipsnakes generally find their winter shelter in November and sleep until about March of the following year. Home ranges of adult snakes can vary in size from 5 to 21.5 acres and can overlap with other whipsnake territories.

Whipsnakes have a specialized diet of lizard prey, but have been known to eat rattlesnakes given the opportunity. Both the chaparral and Alameda whipsnake are most often observed in sagescrub plant communities. This is the primary reason why the protected snake's numbers and geographic distribution are limited to very specific parts of the greater Bay Area. This scrub community is found in the inner coast range or Mt. Diablo range and vicinity. These habitats are more desert-like, with dry-sandy soils and patches of scrub supporting large numbers of lizards.

Site 300 has roughly 150 acres of this

patchy scrub that the snake can inhabit. Currently (and historically) the Livermore main-site has no known sagescrub.

Current threats to the Alameda whipsnake are habitat loss from urban development and impacts associated with increased human population densities. Fire suppression has also contributed to snakes losing habitat to decadent scrub "forests" across their range. Lastly, species isolation (even within the four adjacent counties previously mentioned) due to massive road/paving construction has led to population fragmentation of the snake.

### Snake's recovery

Recovery of the Alameda whipsnake and its removal from the protective regulations of the federal Endangered Species Act will rely upon special resource management factors such as habitat and fire management practices; control of destructive nonnative species; regional cooperation; and research that focuses on management objectives for the species. Little is known about which actions will provide the most benefit to the Alameda whipsnake's recovery, but it would appear that both long-term research and immediate active management decisions, such as the prescribed burns recently implemented at Site 300 are invaluable efforts to finding important resource-related answers.

Take a moment to identify the next snake you see and investigate whether or not it's an Alameda whipsnake. We're fortunate to live and work in the greater Bay Area where some of the rarest animal and plant life in the world can still be found. Now, how about some lunch...



The Alameda whipsnake can be found on Site 300's south-facing slopes where rocky outcrops and sagescrub are warmed throughout the day.



## Homeland visit



FRANK NUNEZ/IBIS

Michael Brown (left), under secretary for Emergency Preparedness and Response within the U.S. Dept. of Homeland Security, made a recent visit to the Lab. Wayne Shotts briefed him on the activities of the Lab's Homeland Security Organization.



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